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Program Manager's Guidance for the Civilian General Intelligence Career Development Program (ICDP).

1. Enclosed are three ICDP objectives which are recommended for inclusion in the Program Manager's Guidance for the FY 80-84 POM.
2. While these goals are closely related, each has been prepared as a separate submission. The following composite is proposed for inclusion in the Guidance Memorandum:

"The ICDP goals and objectives are to motivate civilian careerists toward an improved intelligence product by providing opportunities to increase skills, broaden experiences, and improve career development through education, training, and rotational assignments. Services and DIA should allocate sufficient funds to achieve the following goals:

- provide for the acquisition of interns that will equal 2.5% of their authorized ICDP workforce in each program year;
- provide the resources to support and accomplish a rotational assignment program for 1% of their ICDP workforce each program year;
- establish plans whereby the number of careerists with at least a baccalaureate degree will be increased by 2% each program year.

Time-phased implementation plans, to include resource levels, will be submitted with the POM."

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INTERNS

BACKGROUND:

The intake of highly qualified civilian personnel into the general intelligence career program on a planned basis is essential to replace departing personnel and to assure the maintenance and operation of an effective general intelligence program and product. The ICDP requires the Services and DIA to establish a system for identifying and meeting intake requirements and to provide the means for training these personnel. Continued emphasis on and commitment to these intern/trainee programs is necessary to provide highly educated and trained personnel in sufficient numbers. During FY 75, 76, and 77, intern spaces filled accounted for approximately 2.4% of the total ICDP population. (Army's interns were 5% of their ICDP personnel and interns in the Navy, Air Force, and DIA each were 1% of their totals.) ICDP attrition through transfers, resignations, retirement, etc., during CY 1975 was 232 (7% of the workforce) and during CY 1976, it was 312 (9%). Additionally, 895 personnel (26% of the January 1977 ICDP workforce) will be eligible for retirement during the CY 1977-1981 period. The intake projections, as stated by the Services and DIA in their Career Trainee Reports for FY 77-81, will not be adequate to compensate for the anticipated losses and will not assure a uniform and consistent flow of new personnel into the DoD-Wide ICDP.

RECOMMENDATION:

"The Services and DIA should provide for the acquisition of interns that will equal 2.5% of their authorized ICDP workforce in each program year."

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## ROTATIONAL ASSIGNMENTS

### BACKGROUND:

A program for temporary rotational assignments for career development is an integral part of the ICDP. These assignments, which can last from 6 months to 3 years, can be accomplished within and between DoD and other Federal organizations. Under the authority of the CSC-DoD Special Training Agreement, 27 rotational assignments were completed in 1975 (.8% of the ICDP population) and 15 in 1976 (.5% of ICDP personnel). The greatest difficulties encountered in this program have been the lack of TDY funds and the reluctance to temporarily lose an employee, particularly during periods of reducing manpower resources. Benefits to both management and employees will result from an increased emphasis on and participation in the rotational assignments for career development.

### RECOMMENDATION:

"The Services and DIA should provide the resources to support and accomplish a rotational assignment program for 1% of their ICDP workforce in each program year."

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## EDUCATIONAL LEVELS

### BACKGROUND:

The overall educational achievement level of the ICDP population, particularly in the GS-0132 and Intelligence Related series, is a continuing source of concern. Only 71% of the registrants in the total community had a baccalaureate or advanced degree in CY 76 as compared to 70% in CY 75. Increased emphasis in the recruitment of intelligence interns with advanced degrees in conjunction with increased stress to train and educate the intelligence workforce should facilitate meeting this goal. Accomplishment of the planned milestones will result in a higher average education level and, in turn, contribute to the overall ICDP goal of an improved intelligence product.

### RECOMMENDATION:

"The Services and DIA should establish plans and milestones whereby the number of careerists with at least a baccalaureate degree will be increased by 2% each program year."

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**ROUTING AND TRANSMITTAL SLIP**

Date  
 23 Dec 77

TO: (Name, office symbol, room number,		Initials	Date
[Redacted] ICS			
2.			
3.			
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5.			

Action	File	Note and Return
Approval	For Clearance	Per Conversation
As Requested	For Correction	Prepare Reply
Circulate	For Your Information	See Me
Comment	Investigate	Signature
Coordination	Justify	

**REMARKS:**

*Tom,*  
 As requested, I've enclosed the  
 draft PM6M statement and the back-up  
 explanatory statements in preparation.

DO NOT use this form as a RECORD of approvals, concurrences, disposals,  
 clearances, and similar actions

FROM: (Name, org. symbol, Agency/Post)	Room No.—Bldg.
[Redacted]	Phone No.